

**FIG. 1**

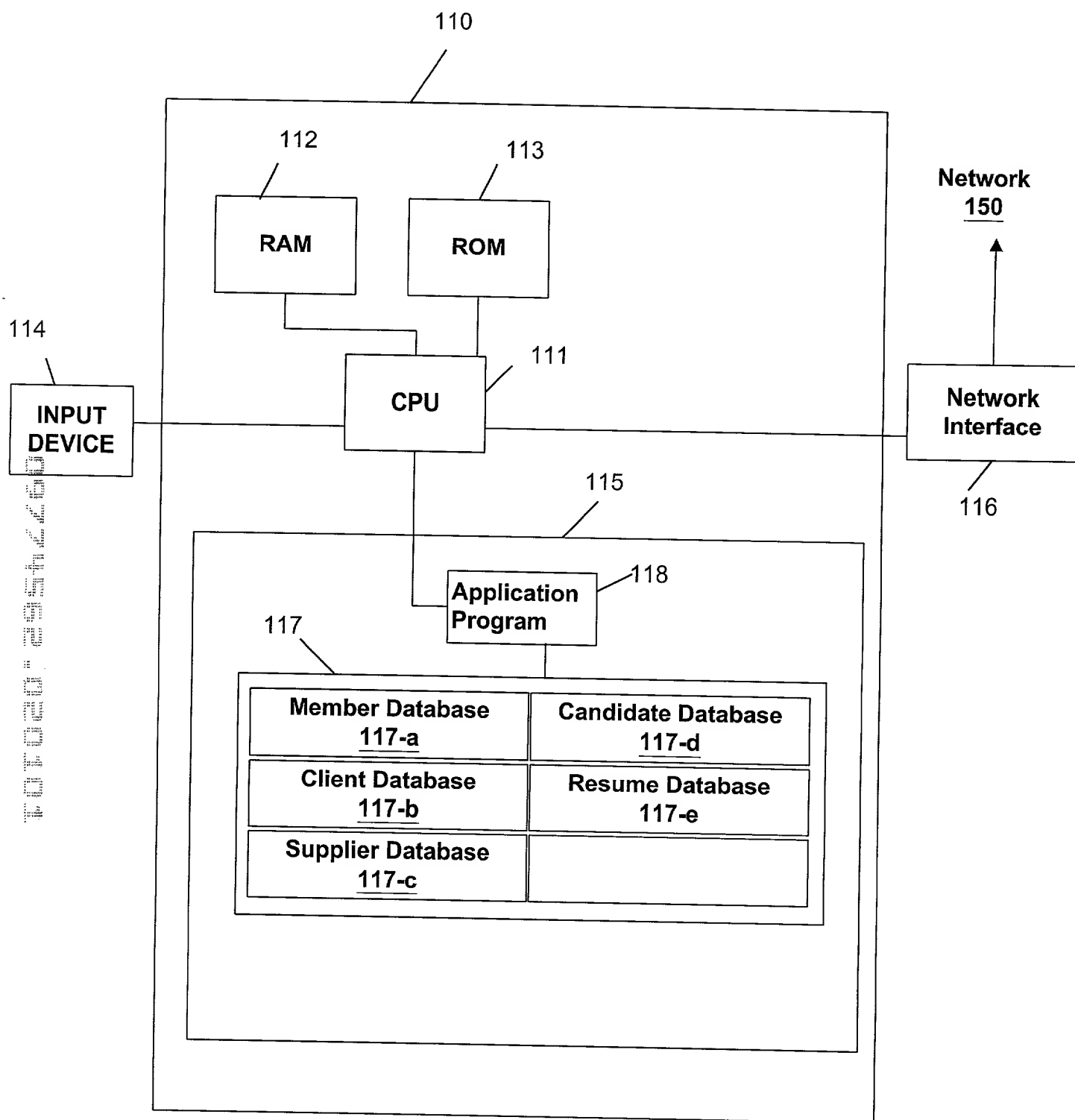
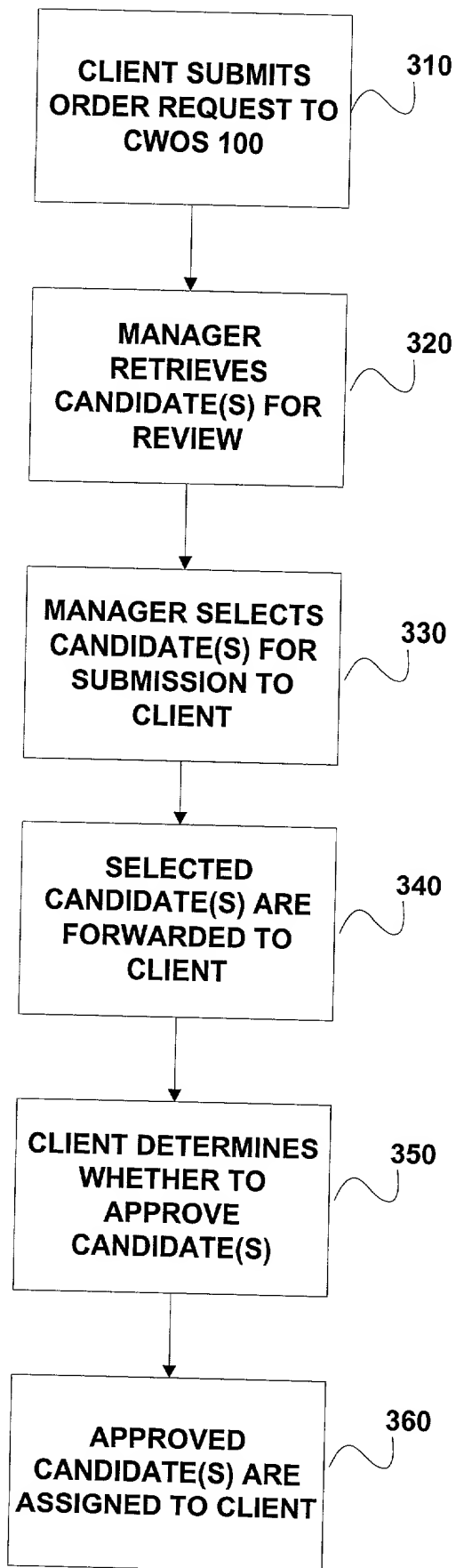


FIG. 2



**FIG. 3**

410

411a



### Order Initiation

The Customer has submitted an on-line job order, and a Manpower Resource Manager has taken ownership.

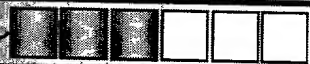
411b



### Search for Candidates

The Resource Manager has forwarded the order to approved suppliers.

411c



### Candidate Submissions

One or more candidates have been submitted to the resource manager for review.

411d



### Candidate Referral

One or more candidates have been referred to the customer for review.

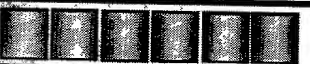
411e



### Customer Validation

Customer has approved one or more candidates for the order.

411f



### Candidate Assignment

Candidate availability is confirmed and the candidate is assigned to the order.

FIG. 4A

007456-0004  
107020-254260

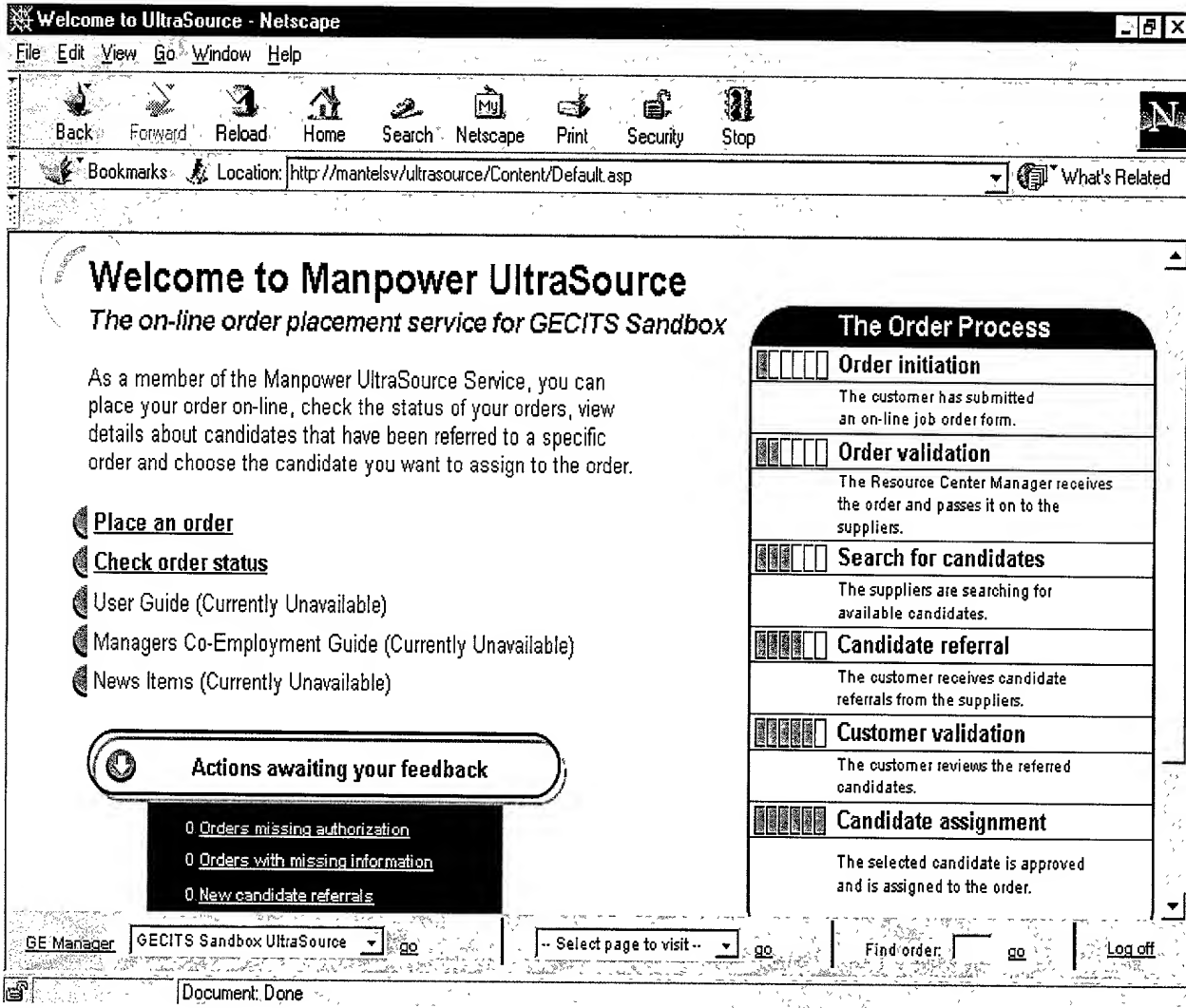


FIG. 4B



007456E.020404

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### ACTIVE ORDER STATUS

List by: ☐ Position ☐ Sender ☒ Initiated Date ☐ Days left

ID	Process of Order	Dates
181 Regional Sales Representative	0 Add Job Order KWright	17/9/99 22:35 (3) 18/10/99 (28)
152 Regional Sales Representative	0 Add Job Order CUser	14/9/99 11:42 (6) 20/9/99 (0)
151 Regional Sales Representative	0 Take Ownership CUser	14/9/99 07:25 (6) 27/9/99 (7)
150 Electrical Engineer	0 Add Job Order CUser	10/9/99 12:56 (10) 01/1/99 (262)
149 Test Job Template	0 Take Ownership CUser	10/9/99 11:45 (10) 01/1/99 (262)
148 Test Job Template	0 Take Ownership CUser	10/9/99 11:32 (10) 01/1/99 (262)
147 Regional Sales Representative	0 Take Ownership CUser	10/9/99 07:28 (10) 13/9/99 (7)
146 Regional Sales Representative	0 Take Ownership CUser	10/9/99 07:26 (10) 13/9/99 (7)
135 Regional Sales Representative	0 Add Job Order MBunke	25/8/99 15:20 (26) 06/8/99 (45)
134 Test Job Template	0 Cancel order TJohns	19/8/99 14:51 (32) 01/1/99 (262)
133 Test Job Template	0 TJohns	19/8/99 14:51 (32) 01/1/99 (262)
126 Team Leader	1 Take Ownership TJohns	16/7/99 13:20 (66) 05/1/01 (473)
125 Team Leader	0 CUser	16/7/99 13:20 (66) 05/1/01 (473)
124 Team Leader	0 CUser	16/7/99 13:19 (66) 05/1/01 (473)
123 Team Leader	0 CUser	16/7/99 13:19 (66) 05/1/01 (473)
122 Team Leader	0 CUser	16/7/99 13:18 (66) 05/1/01 (473)

Client User: Demo Corporation UltraSource go View all active orders go Find order: go Log off

Document: Done

FIG. 4D

0074563-090404

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**JOB ORDER DETAILS** Job order stage: [ ] Non authorised

**ID**

Job Title:	Regional Sales Representative ID: 181		
Date Sent:	17/9/99 10:35:41 PM	Contact:	KWright
Start/End date:	From: 18/10/99		
Working Hours:	From: 08:30 To: 17:00		
Resources Required	1		
Resources Supplied	0		
Salary range	4000-6000 CDN Standard Rate: 4000-6000 NLG		

[Edit Job](#)

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**JOB ORDER HISTORY**

Last Action:	<a href="#">Add Job Order</a> Updated By: KWright		
Choose Action:	--- Select an action ---	<input type="checkbox"/>	<a href="#">Go</a>
Candidate Referrals	--- Select an action ---		
	<a href="#">Cancel order</a>		
	<a href="#">General Info</a>		

[Job List](#)

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Client User: Demo Corporation UltraSource [go](#) View all active orders [go](#) Find order:  [go](#) [Log off](#)

Document Done

FIG. 4E



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File Edit View Favorites Tools » Address [lt.asp?UserGroup=34](#) Go

**MANPOWER**  
*UltraSource*

**ORDER HISTORY**

Listby: ☒ Date ☐ Action ☐ Sender ☐ Candidate

Credit Analyst ID: 1415

Date	Action	By	Candidate	Email Text
5/25/00 12:04	Add Job Order	KWright		<p>To - Shawn Sommerkamp, Resource Manager, Mark Bunke</p> <p>Subject - New job order</p> <p>Dear Resource Manager,</p> <p>A new job order has been submitted by Ms. Kristen Wright. Please go to the UltraSource user group for complete details</p>
5/25/00 12:05	Take Ownership	KWright		<p>To - Sample Client</p> <p>Subject - Order Received</p> <p>We will work on this ASAP</p>
5/25/00 12:05	Forward Order	KWright		<p>To - Sample Specialty Firm Sent, Manpower Inc. Sent, MBE/WBE Supplier Sent</p> <p>Subject - New Job Orders</p> <p>Please submit candidates as soon as possible for these positions</p>
5/25/00 12:11	Add Candidate	KWright	Jon Michels	<p>To - Shawn Sommerkamp, Resource Manager, Mark Bunke</p> <p>Subject - New Candidate</p> <p>Dear Resource Manager,</p> <p>Manpower Inc. has referred a new candidate to the job: Credit Analyst [JobID: 1415]</p> <p>Please go to the UltraSource user group for complete details</p>
5/25/00 12:11	Refer to Client	KWright	Jon Michels	<p>To - Kristen Wright, Sample Client</p> <p>Subject -</p> <p>This is a great candidate - please act on him ASAP</p>

[Home](#) [Back](#) [Job Order Details](#)

Kristen Wright  go  go Find order  go [Log off](#)

Done Local intranet

FIG. 4F

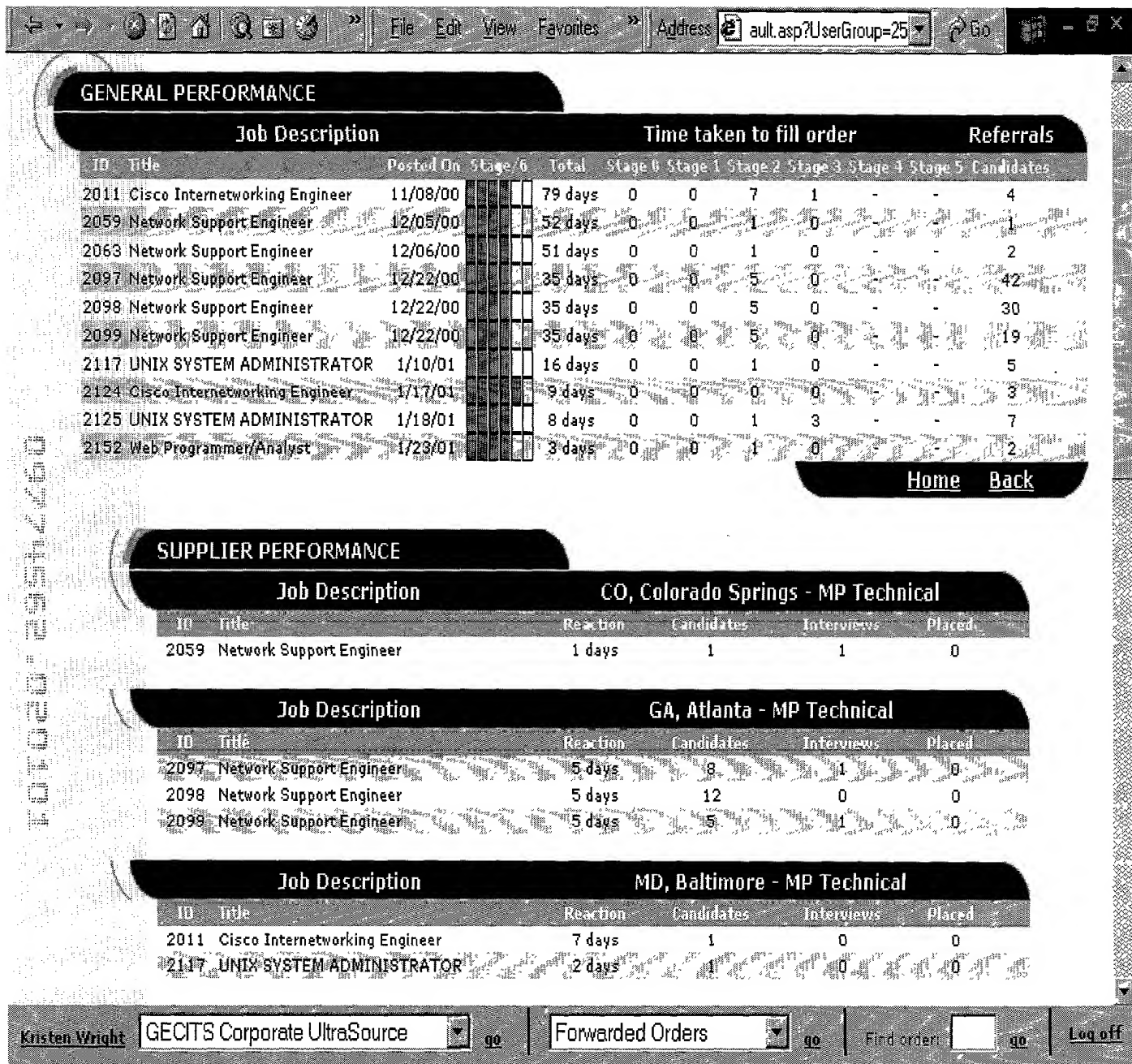


FIG. 4G